

**LACKLAND ISD  
TEACHER HIRING SCALE 2014-15**

| <b>Step</b> | <b>Bachelor's Degree<br/>2014-2015</b> | <b>Master's Degree<br/>2014-2015</b> | <b>Doctorate Degree<br/>2014-2015</b> |
|-------------|--|--------------------------------------|---------------------------------------|
| 0           | \$47,800                               | \$49,800                             | \$50,800                              |
| 1           | \$48,339                               | \$50,339                             | \$51,339                              |
| 2           | \$48,876                               | \$50,876                             | \$51,876                              |
| 3           | \$49,413                               | \$51,413                             | \$52,413                              |
| 4           | \$49,950                               | \$51,950                             | \$52,950                              |
| 5           | \$50,350                               | \$52,350                             | \$53,350                              |
| 6           | \$50,836                               | \$52,836                             | \$53,836                              |
| 7           | \$51,324                               | \$53,324                             | \$54,324                              |
| 8           | \$51,812                               | \$53,812                             | \$54,812                              |
| 9           | \$52,300                               | \$54,300                             | \$55,300                              |
| 10          | \$52,900                               | \$54,900                             | \$55,900                              |
| 11          | \$53,386                               | \$55,386                             | \$56,386                              |
| 12          | \$53,874                               | \$55,874                             | \$56,874                              |
| 13          | \$54,362                               | \$56,362                             | \$57,362                              |
| 14          | \$54,850                               | \$56,850                             | \$57,850                              |
| 15          | \$55,450                               | \$57,450                             | \$58,450                              |
| 16          | \$55,911                               | \$57,911                             | \$58,911                              |
| 17          | \$56,374                               | \$58,374                             | \$59,374                              |
| 18          | \$56,837                               | \$58,837                             | \$59,837                              |
| 19          | \$57,300                               | \$59,300                             | \$60,300                              |
| 20          | \$58,000                               | \$60,000                             | \$61,000                              |
| 21          | \$58,462                               | \$60,462                             | \$61,462                              |
| 22          | \$58,925                               | \$60,925                             | \$61,925                              |
| 23          | \$59,388                               | \$61,388                             | \$62,388                              |
| 24          | \$59,850                               | \$61,850                             | \$62,850                              |
| 25+         | \$60,550                               | \$62,550                             | \$63,550                              |

# LACKLAND ISD

## SALARY SCHEDULES - All Classifications

### 2014-2015

#### AP - ADMINISTRATIVE / PROFESSIONAL JOB CLASSIFICATIONS (DAILY RATES)

| PAY GRADE | AP/PG1                              | AP/PG2                               | AP/PG3       | AP/PG4                              | AP/PG5              | AP/PG6                              |
|-----------|-------------------------------------|--------------------------------------|--------------|-------------------------------------|---------------------|-------------------------------------|
| MINIMUM   | \$ 190.80                           | \$ 233.18                            | \$ 255.61    | \$ 281.17                           | \$ 309.29           | \$ 340.22                           |
| MID-POINT | \$ 228.96                           | \$ 279.81                            | \$ 306.73    | \$ 337.41                           | \$ 371.15           | \$ 408.26                           |
| MAXIMUM   | \$ 274.75                           | \$ 335.78                            | \$ 368.08    | \$ 404.89                           | \$ 445.37           | \$ 489.91                           |
|           | Admin. Asst./Supt & Human Resources | Director of Student Support Services | Teachers     | Counselor                           | Assistant Principal | Exec Dir of Finance                 |
|           | Network System Analyst              | Maintenance Director                 | Librarians   | LSSP                                | Academic Dean       | Exec Dir of C & I                   |
|           | Accounting Manager (P/T Temporary)  | Payroll Director                     | Nurses       | Speech Pathologist                  |                     | Exec Dir of Operations & Technology |
|           |                                     |                                      | Facilitators | Special Education Coordinator (P/T) |                     | Campus Principal                    |

#### CT - CLERICAL /TECHNICAL JOB CLASSIFICATIONS (HOURLY RATES)

| PAY GRADE | CT/PG1   | CT/PG2           | CT/PG3             | CT/PG4                                | CT/PG5                     | CT/PG6                |
|-----------|----------|------------------|--------------------|---------------------------------------|----------------------------|-----------------------|
| MINIMUM   | \$ 9.00  | \$ 10.75         | \$ 12.02           | \$ 13.46                              | \$ 15.08                   | \$ 16.89              |
| MID-POINT | \$ 10.80 | \$ 12.90         | \$ 14.43           | \$ 16.15                              | \$ 18.10                   | \$ 20.27              |
| MAXIMUM   | \$ 12.96 | \$ 15.48         | \$ 17.32           | \$ 19.38                              | \$ 21.72                   | \$ 24.32              |
|           |          | Educational Aide | Library Specialist | Campus Office Secretary               | Data Processing Specialist | A/P Specialist        |
|           |          | Library Aide     |                    | Campus Registrar                      | Principal's Secretary      | Technology Technician |
|           |          |                  |                    | Special Education Appraisal Secretary |                            |                       |
|           |          |                  |                    |                                       |                            |                       |

#### MT - MANUAL TRADES JOB CLASSIFICATIONS (HOURLY RATES)

| PAY GRADE | MT/PG1             | MT/PG2              | MT/PG3              | MT/PG4                 | MT/PG5                  | MT/PG6                    |
|-----------|--------------------|---------------------|---------------------|------------------------|-------------------------|---------------------------|
| MINIMUM   | \$ 9.00            | \$ 9.50             | \$ 10.00            | \$ 11.00               | \$ 12.50                | \$ 15.00                  |
| MID-POINT | \$ 10.80           | \$ 11.40            | \$ 12.00            | \$ 13.20               | \$ 15.00                | \$ 18.00                  |
| MAXIMUM   | \$ 12.96           | \$ 13.68            | \$ 14.40            | \$ 15.84               | \$ 18.00                | \$ 21.60                  |
|           | Lunch Monitors     | Custodian           | Groundskeeper       | Food Service Lead Cook | Specialized Maintenance | Custodial Supervisor      |
|           | Temporary Employee | Food Service Worker | General Maintenance | Lead Custodian         | Journeyman's License    | Maintenance Supervisor    |
|           |                    | Certified Bus Aides |                     |                        | Bus Driver              | Transportation Supervisor |
|           |                    |                     |                     |                        | Food Svs Manager        | Master's License          |
|           |                    |                     |                     |                        |                         | Food Svs Supervisor       |

#### Substitute Teacher Rates:

| (Extended 11+ Consecutive Days/Same Class) |      |                               |       |
|--|------|-------------------------------|-------|
| Texas Certified & Degreed                  | \$90 | Texas Certified & Degreed     | \$125 |
| Degreed (Not Texas Certified)              | \$80 | Degreed (Not Texas Certified) | \$95  |
| Non-Degreed                                | \$70 | Non-Degreed                   | \$80  |

Non-Degreed, Degreed/Certified Substitutes are considered *exempt* while working in an exempt position (i.e. Teacher), but are required to record all actual time worked through the timekeeping system for Affordable Care Act purposes.

**Texas Certified & Degreed** substitutes must have a valid teaching certificate and official transcript on file in the LISD District Human Resources office prior to being paid the "degreed" or "certified rate". Rates are not retroactive.

#### Substitutes for Non-Exempt Staff Rates:

All substitutes for non-exempt positions, such as aides, clerical, food service, transportation, and custodial will be paid on an hourly basis at \$8.50/hr

**Lackland ISD**  
**Stipend & Extra Duty Pay Schedule**  
**2014-2015**

**Stacey Jr-Sr High School**

**Stipends - Assigned**

| <b>Activity Code</b>     | <b>Description</b>                   | <b>Amount</b> | <b>Activity Code</b> | <b>Description</b>               | <b>Amount</b> |
|--------------------------|--------------------------------------|---------------|----------------------|----------------------------------|---------------|
| 17                       | Art Club                             | \$ 300        | 79                   | Mentor, Teacher                  | \$ 500        |
| 5                        | Band Director                        | \$ 1,500      | 17                   | National Honor Society           | \$ 300        |
| 17                       | Choir Director                       | \$ 1,500      | 17                   | National Jr Honor Society        | \$ 300        |
| 17                       | Class Sponsor, Freshman              | \$ 600        | 17                   | One Act Play Director            | \$ 1,500      |
| 17                       | Class Sponsor, Junior                | \$ 850        | 17                   | One Act Play District Director   | \$ 500        |
| 17                       | Class Sponsor, Senior                | \$ 850        | 17                   | Science/Technology (Robotics)    | \$ 1,500      |
| 17                       | Class Sponsor, Senior (Non-Rotating) | \$ 500        | 17                   | Spanish Club                     | \$ 300        |
| 17                       | Class Sponsor, Sophomore             | \$ 600        | 79                   | Special Programs Coordinator (3) | \$ 500        |
| 17                       | Computer Club                        | \$ 300        | 17                   | Spirit Squad                     | \$ 1,000      |
| 17                       | Cyber Patriot Club                   | \$ 1,000      | 17                   | Student Council                  | \$ 3,000      |
| 17                       | Debate Club                          | \$ 500        | 17                   | Student Council, Assistant       | \$ 1,000      |
| 79                       | Department Head (7)                  | \$ 1,000      | 17                   | Student Council, JH              | \$ 500        |
| 79                       | Diversified Career Preparation       | \$ 2,500      | 17                   | Student-2-Student Sponsor        | \$ 300        |
| 17                       | Drama Club                           | \$ 300        | 16                   | UIL Coordinator                  | \$ 500        |
| 17                       | FCCLA Club                           | \$ 300        | 17                   | Videography (SWAT)               | \$ 1,000      |
| 17                       | German Club                          | \$ 300        | 17                   | Yearbook Sponsor                 | \$ 1,500      |
| 17                       | Glee Club                            |               |                      |                                  |               |
| 79                       | Start-Up Club                        | \$300         | 79                   | Summer School Lead Teacher       | \$300         |
| <b>Athletic Stipends</b> |                                      |               |                      |                                  |               |
| 02                       | Athletic Director                    | \$ 2,000      | 02                   | Track, HS, Assistant (3)         | \$ 1,500      |
| 02                       | Baseball                             | \$ 3,000      | 02                   | Volleyball, Varsity              | \$ 3,500      |
| 02                       | Baseball, Assistant                  | \$ 1,500      | 02                   | Volleyball, JV                   | \$ 2,500      |
| 02                       | Basketball, Varsity                  | \$ 3,500      | 02                   | Volleyball, Assistant            | \$ 1,500      |
| 02                       | Basketball, JV                       | \$ 2,500      |                      |                                  |               |
| 02                       | Basketball, Assistant                | \$ 1,500      |                      | <b>Junior High</b>               |               |
| 02                       | Cross Country                        | \$ 3,500      | 02                   | Basketball, Boys, JH             | \$ 1,000      |
| 02                       | Golf                                 | \$ 1,500      | 02                   | Basketball, Girls, JH            | \$ 1,000      |
| 02                       | Tennis                               | \$ 2,000      | 02                   | Track, JH                        | \$ 1,000      |
| 02                       | Track, HS                            | \$ 3,000      | 02                   | Volleyball, JH                   | \$ 1,000      |

**Extra Duty Pay - Unassigned (Paid via Hourly, Daily or Half-Daily Rate)**

| <b>Activity Code</b> | <b>Description</b>                    | <b>Amount</b> | <b>Activity Code</b> | <b>Description</b>                      | <b>Amount</b> |
|----------------------|---------------------------------------|---------------|----------------------|---|---------------|
| 79                   | Detention/Saturday School             | \$20/hr       | 79                   | Summer School Teacher                   | \$30/hr       |
| 79                   | Homebound Teacher                     | \$45/hr       | 79                   | Test Coordinator, Summer                | \$150/day     |
| 79                   | PD Prof Staff, on-site (off-contract) | \$150/Day     | 79                   | Test Proctor                            | \$20/hr       |
| 79                   | PD, Paraprofessionals                 | \$12/hr       | 14                   | Tutoring, Aide                          | \$12/hr       |
| 79                   | PD, Presenter, on-site (off contract) | \$250/day     | 14                   | Tutoring, Teacher                       | \$25/hr       |
| 17                   | School Sponsored Event Chaperone      | \$100/Day     | 16                   | UIL Contest Coaching (1 event)          | \$300         |
| 79                   | Summer School Aide                    | \$12/hr       | 16                   | UIL Contest Coaching (2 or more events) | \$600         |

**Lackland ISD**  
**Stipend & Extra Duty Pay Schedule**  
**2014-2015**

| <b>Lackland Elementary School</b>  |                                       |               |                      |   |               |
|--|---------------------------------------|---------------|----------------------|---|---------------|
| <b>Stipends - Assigned</b>   |                                       |               |                      |   |               |
| <b>Activity Code</b>   | <b>Description</b>                    | <b>Amount</b> | <b>Activity Code</b> | <b>Description</b>                      | <b>Amount</b> |
| 17   | Art Club                              | \$ 500        | 17                   | SWAT, Lead                              | \$ 1,000      |
| 17   | Chess Club                            | \$ 1,500      | 17                   | SWAT, Remote                            | \$ 500        |
| 17   | Student Services Club                 | \$ 500        | 17                   | Dance Club                              | \$ 300        |
| 79   | Team Leaders (10)                     | \$ 1,000      | 17                   | Lego Club (2)                           | \$ 500        |
| 17   | HOSTS Club (2)                        | \$ 300        | 79                   | SFA Lead Tutor (2)                      | \$ 500        |
| 79   | Mentor, Teacher                       | \$ 500        | 79                   | Start-Up Club                           | \$ 300        |
| 17   | Student Council (2)                   | \$ 500        | 17                   | Yearbook                                | \$ 1,500      |
| 79   | SFA Breakfast Club (2)                | \$ 1,000      | 79                   | Summer School Lead Teacher              | \$ 300        |
| <b>Extra Duty Pay - Unassigned (Paid via Hourly, Daily or Half-Daily Rate)</b> |                                       |               |                      |   |               |
| <b>Activity Code</b>   | <b>Description</b>                    | <b>Amount</b> | <b>Activity Code</b> | <b>Description</b>                      | <b>Amount</b> |
| 79   | Homebound Teacher                     | \$45/hr       | 79                   | Test Coordinator, Summer                | \$150/day     |
| 79   | PD Prof Staff, on-site (off-contract) | \$150/Day     | 79                   | Test Proctor                            | \$20/hr       |
| 79   | PD, Paraprofessionals                 | \$12/hr       | 14                   | Tutoring, Aide                          | \$12/hr       |
| 79   | PD, Presenter, on-site (off contract) | \$250/day     | 14                   | Tutoring, Teacher                       | \$25/hr       |
| 17   | School Sponsored Event Chaperone      | \$100/Day     | 16                   | UIL Contest Coaching (1 event)          | \$300         |
| 79   | Summer School Aide                    | \$12/hr       | 16                   | UIL Contest Coaching (2 or more events) | \$600         |
| 79   | Summer School Teacher                 | \$30/hr       |                      |   |               |

| District-Wide   |  |          |               |   |          |  |
|---|--|----------|---------------|---|----------|--|
| Stipends - Assigned & Extra Duty Pay - Unassigned (Paid via Hourly, Daily or Half-Daily Rate) |  |          |               |   |          |  |
| Activity Code   | Description  | Amount   | Activity Code | Description                                       | Amount   |  |
| 79  | Doctorate Degree (Teachers Only)   | \$ 3,000 | 79            | Wellness Program Instructor                       | \$25/hr  |  |
| 79  | E-Newsletter   | \$ 3,500 | 79            | PBL Support (Facilitators/Acad Dean)**            | \$ 500   |  |
| 79  | Facilitators*  | \$ 1,500 | 79            | PBL Units - 2 max (Teachers Only)**               | \$500/ea |  |
|   |  |          |               | Para Educational Incentive Pay*                   |          |  |
| 79  | Health Services Coordinator  | \$ 300   | N/A           | 15 college hours                                  | \$ 150   |  |
|   |  |          | N/A           | 30 college hours                                  | \$ 250   |  |
| 79  | Masters Degree (Teachers Only)   | \$ 2,000 | N/A           | 60 college hours                                  | \$ 500   |  |
| 79  | Mobile App & Other Digital Resources   | \$ 500   | N/A           | 90 college hours                                  | \$ 750   |  |
| 79  | Testing Coordinator, District  | \$ 3,500 | N/A           | Bachelors Degree                                  | \$ 1,000 |  |
| 79  | Web Page Support (2)   | \$ 500   |               | *Subject to the terms and conditions of the plan. |          |  |
|   | *Facilitator Stipend - Requires an additional 6 work days as assigned during the contract. |          |               |   |          |  |

\*\*Funded through DODEA Grant. Stipend will lapse when grant funds lapse.